Status of Women

BUSINESS PLAN 2015–18

ACCOUNTABILITY STATEMENT

This business plan was prepared under my direction, taking into consideration the government's policy decisions as of October 15, 2015.

original signed by

Shannon Phillips, Minister

THE MINISTRY

The ministry consists of the Department of Status of Women.

Alberta's most valuable resource is its citizens and a key component of the citizenry is women. To address the issues women in Alberta are facing, the Government of Alberta has established the Ministry of the Status of Women. The ministry will help ensure the diverse priorities of women will receive the attention they require by developing a mandate focused on issues not currently central to mandates in other Government of Alberta ministries. Status of Women will also collaborate with other ministries to achieve objectives focused on women's issues in Alberta. Using a systems approach, the ministry is designed for the Alberta context and will use data and analytics to both target action and support the shaping of key policies that are in place to improve the lives of women and girls in Alberta. The approach will utilize multiple levers across the government and communities and work closely with with partners and stakeholders with deep knowledge and ability to take frontline action. Government will engage Albertans to make a difference through education and awareness to assist women and girls in reaching their fullest potential.

A more detailed description of Status of Women and its programs and initiatives can be found at www.statusofwomen.alberta.ca.

LINK TO GOVERNMENT OF ALBERTA STRATEGIC DIRECTION

The desired outcomes and priority initiatives identified in this business plan are aligned with the strategic direction of the Government of Alberta.

STRATEGIC CONTEXT

The minister of the Status of Women was announced by Alberta's premier on May 24, 2015 and the ministry was created on July 6, 2015. While this portfolio is new, many of the issues and concerns related to women and girls as a population are not. The development of policies, programs and services to address these issues and concerns in Alberta have not been given the necessary attention they require. The Canadian Centre for Policy Alternatives ranked Edmonton and Calgary as among the worst places for a woman to live in Canada. Alberta has one of the highest rates of sexual violence in Canada, and has the second highest rate of self-reported spousal violence in Canada. Furthermore, women's average total income in Alberta is just 58 per cent of men's, and females comprise 62 per cent of minimum wage earners in the province. Additionally, women in Alberta are disproportionately responsible for large amounts of unpaid work compared to men and to women in other provinces.

Through ongoing research and engagement strategies, the ministry is continuing to reach a better understanding of stakeholders' experiences and their perspective on how this new ministry can best influence policy development and service delivery. Key policy streams include:

- economic security and prosperity;
- violence against women and girls;
- leadership and democratic participation;
- health and well-being;
- justice and access to the legal system; and
- natural resource-based economy.

Building a better Alberta means realizing the potential of the women who live here and ensuring the necessary policies, programs and services are in place for greater gender equality in Alberta. Government is in the very early stages of exploring the complexity of gender equality and there is more work to do before the ministry communicates a clear and meaningful mandate; however, the key message is straightforward: Empowering women in Alberta will play an important part in continuing to build a stronger and more prosperous province.

DESIRED OUTCOMES, PRIORITY INITIATIVES, PERFORMANCE MEASURES, PERFORMANCE MEASURES UNDER DEVELOPMENT AND PERFORMANCE INDICATORS

Desired Outcome One: The ministry's organizational structure and mandate enhance the status of women in Alberta

Development of a ministry to provide the building blocks for ongoing sustainable economic and social equity for women begins with the clear articulation of the mandate and the creation of an organizational structure to support women on their journey to realizing their full potential. These foundational components will provide the basis for coordinated support through policy development and implementation across the Government of Alberta.

Priority Initiatives:

1.1 Establish and communicate a ministry mandate to support women in Alberta to achieve their full social, economic and political potential.

1.2 Work with other Government of Alberta ministries to ensure an effective and efficient organizational structure is in place to support the ministry's mandate regarding issues in relation to the status of women.

1.3 Develop key performance measures and indicators to measure progress toward achievement of the identified ministry outcomes.

1.4 Explore opportunities to establish an advisory body to support the ministry as it solidifies its mandate and sets forward direction.

Performance Measure(s)

Performance measure(s) that reflect progress toward achieving outcome one are under development.

Desired Outcome Two: Awareness and understanding of the issues impacting the status of women in Alberta

One of the first steps toward changing the future for women in Alberta is generating the awareness and understanding of the status of women. Once this is achieved and the opportunities and challenges are identified coupled with knowledge from cross-jurisdictional and local experience, a strategic plan can be developed. The implementation of the plan will ensure that all Albertans can develop to their fullest potential.

Priority Initiatives:

2.1 Develop and implement a broad engagement strategy regarding the status of women in Alberta including cross-jurisdictional reviews, multi-departmental discussions and targeted external engagement sessions.

2.2 Conduct research and analysis to gain a comprehensive understanding of opportunities, challenges and lessons learned regarding the status of women across jurisdictions and uniquely in Alberta.

2.3 Work with other ministries, jurisdictions and the federal government to partner on relevant ongoing and new initiatives and strategies to enhance the status of women in Alberta.

Performance Measure(s)

Performance measure(s) that reflect progress toward achieving outcome two are under development.

Desired Outcome Three: Albertans receive high quality programs and services

Research has identified areas of immediate need where there are currently gaps in programming. These issues may not be central to mandates in other ministries.

Priority Initiatives:

3.1 Identify one policy area where the ministry will lead development of a cross-ministerial strategy to enhance the status of women in Alberta.

3.2 Develop a program targeted at young girls and teenage girls.

3.3 Develop a program targeted at engaging men and boys.

3.4 Establish a grants program targeting specific initiatives aimed at improving the lives of women and girls in Alberta.

Performance Measure(s)

Performance measure(s) that reflect progress toward achieving outcome three are under development.

STATEMENT OF OPERATIONS

Consolidated Financial Statements Basis

(thousands of dollars)	Comparable 2014-15 Actual	**2015-16 Estimate**	2016-17 Target	2017-18 Target
EXPENSE				
Ministry Support Services	-	**1,000**	1,060	1,060
Women's Equality and Advancement	374	**447**	458	458
Total	374	**1,447**	1,518	1,518
Net Operating Result	(374)	**(1,447)**	(1,518)	(1,518)
CAPITAL INVESTMENT				
Ministry Support Services	-	-	50	50
Total	-	-	50	50